

Carhaul News
Contract bargaining begins.
page 5

Delegate Elections
Proposed election rules.
page 6

Local Elections
When the old guard loses.
page 8

Diamond Walnut
NLRB decision.
page 10

TEAMSTER CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

February 1995 #138

Overnite Organizing Spreads

On Jan. 17 the 28 Overnite employees in Sacramento, Calif., voted to "Go Teamster." And Overnite workers themselves led the effort.

Rich Person, a Sacramento dock worker said, "We were able to speak (in conference calls, etc.) with workers from the Midwest, East Coast and the South who are organizing—and that coordination made all the difference because we knew we weren't alone at Overnite in seeking a voice on the job and security for our families."

Large Overnite terminals in Kansas City and Indianapolis voted to go

union in December. On Jan. 31, Minneapolis will vote on union representation. Philadelphia will vote on Feb. 14. St. Louis Overnite workers have filed for an election. So have workers in Grand Rapids, Mich., Milwaukee and Appleton, Wis., and Louisville, Lexington and London, Ky. Chicago has already voted union.

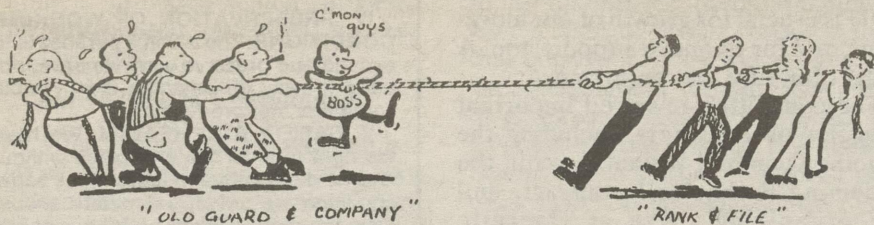
In the days to come, it is expected that more will file for elections in Michigan, Ohio, West Virginia and more areas. On the weekend of Jan. 21-22, Overnite organizing meetings

continued on page 4



Rank and file Teamsters talk union to Overnite driver.

WHICH DIRECTION FOR OUR UNION?



The old guard, aided by the employers, wants to return our union to the "bad old days" of multiple salaries, area conferences, and Teamster Conventions with no input from the rank and file. On the other side are the forces of reform—Teamsters from every level of our union—who want to strengthen our union and move it forward. Want to join the reform forces? Just fill out the coupon below. Your membership will help!

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

☐ Other _____ Optional: Spouse's name _____

☐ \$35 one-year's membership & subscription to *Convoy Dispatch*.

☐ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$20 for spouses, retirees and Teamsters who gross less than \$17,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Arizona: Bellwether on Carey vs. Hoffa

'Members Want Reform'

"The membership was tired of the way things were being run here," said Richard Esquivel, newly elected secretary-treasurer of Arizona Local 104. "We campaigned as proud supporters of Ron Carey and asked our membership for a mandate for reform. Teamster members want reform, and when we got a fair election, we proved that."

In December the Teamsters for Reform slate swept into office in a rerun election at Local 104, with 7,000 members throughout Arizona. The new principal officer is Richard Esquivel, who won 54 percent of the votes cast for secretary-treasurer, versus 42 percent for incumbent Terry

Moser.

Other officers elected were Howard Burgan, president; Rod Brasch, vice-president; Cliff Davis, recording secretary; and Steve Macnab, Maurice Nelson, and Andy Marshall, trustees.

The race in Arizona is regarded as a possible bellwether in IBT politics. General President Carey came to Arizona, on his own time and using his own money, to campaign for the Teamsters for Reform slate, most of whom were Carey delegates at the 1991 IBT convention. Jimmy Hoffa Jr. also came to Arizona, to campaign for the incumbent Terry Moser Action Team. The Real Teamster Caucus claimed

continued on page 8

Teamsters for a Democratic Union

P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

Non-Profit Org.
U.S. Postage
PAID
Detroit, Mich.
Permit No. 1519

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form at left.

Labor Notes Conference in Detroit

1,000 Union Reformers to Meet

The April 28 - 30 Labor Notes Conference in Detroit will bring together over 1,000 union activists who share the goal of union strength through democracy. Attendees will hear from some of the top union reformers in the United States, participate in dozens of workshops, and swap stories and ideas.

"TDU members are an important part of the bigger reform movement in the AFL-CIO. Those attending this conference will find they have much to share and much to learn," said TDU National Organizer Ken Paff, who serves on the Labor Notes policy committee.

The focus of the conference will be the dual problems of too much work—forced overtime and speed-up—combined with more and more jobs being converted to cheap casual and part-time positions. An important element will be ways to get our unions more active on these and other issues.

Featured speakers at the conference will include Dave Yettaw, president of Flint, Mich., United Auto Workers Local 599, which won more full-time jobs by striking GM in September; James McCleskey, newly elected secretary-treasurer of Atlanta Teamsters Local 528; and Patricia Franks, vice president of Allentown,

Pa., Teamsters Local 773 and member of the TDU International Steering Committee.

Jed Dodd of the Brotherhood of Maintenance of Way Employees will speak on railroad workers' solidarity and labor's role in politics. Those who

Labor Notes is a Detroit-based independent monthly newsletter by and for union activists who are putting the movement back in the labor movement. Labor Notes also sponsors workshops and conferences, and has published several books on labor-

I'll be there. The Labor Notes Conference is the next best thing to a TDU Convention—a chance to see real, democratic trade unionists from all over. Labor Notes Conferences restore my faith that the labor movement is alive and kicking indeed.

—Diana Kilmury, IBT Vice President, TDU Co-Chair

attended the TDU Convention last October will remember Dodd's union brother Joel Myron, who gave a fiery speech at the Friday night session.

Workshop topics run from practical, hands-on advice (Workplace Strategies, Dealing with Quality Programs, for instance) to big-picture discussions like cross-border solidarity and new methods of organizing. In addition, a variety of meetings by union, industry, or interest group will be held. Unionists from Canada, Mexico, Japan, and Germany will be on hand to share stories.

management cooperation programs, free trade, and strategies for strengthening unions through democracy and membership mobilization.

The conference will be at the Westin Hotel in downtown Detroit, April 28 - 30. Registration cost of \$75 includes materials and a Saturday night banquet. Lodging should be booked directly with the Westin (800-228-3000): \$66 single, \$76 double, \$86 triple, \$96 quad (mention Labor Notes to get these rates). For more information, call Labor Notes at (313) 842-6262.

TDU Steering Committee Aims at Delegate Races

The TDU International Steering Committee (ISC) met in January and set ambitious goals for the upcoming elections in all local unions for delegates to the IBT Convention. "This election is every bit as important

as the historic 1991 vote," TDU co-chair and IBT VP Diana Kilmury told the committee. "We need to go out and educate members, involve members and win those delegates."

Proposed election rules were reviewed. (See page 6.) TDU was very involved in the rules development process prior to the 1991 election, and submitted a number of proposals that are now part of the rules. Once again TDU is working to make the rules as strong as possible to ensure a level playing field for all Teamsters.

TDU National Organizer Ken Paff presented plans for outreach to TDU members to develop delegate campaigns in as many locals as possible. "The issue is, will the Teamsters union go forward, toward a faster reform process, or backward to the days of old guard leadership," Paff said. TDU organizers will be traveling to meet with TDU chapters and activists across the country in the coming months.

Recruitment

The ISC also discussed plans for

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Copyright © 1994 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, *TDU Convoy Dispatch*, must be cited.

Index

United Parcel News	p. 3
Freight News	p. 4
Carhaul News	p. 5
Inside Our Union	pp. 6-7
Election News	p. 8
Pension News	p. 9
TDU, Local Union News	p. 10
Letters	p. 11

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1994 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 344
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Frieda Burgan, Phoenix Local 104
Mike Caffrey, New York Local 868
Chuck Crawley, Houston Local 988

Members:

Pete Camarata, Detroit Local 299
Patricia Franks, Allentown, Pa., Local 773
Lucio Reyes, Stockton, Calif., Local 601
Tom Rose, Cleveland Local 507
Michael Ruscigno, New York Local 138
Sally Smith, Los Angeles Local 896
Mike Turnure, Minneapolis Local 320

Alternates:

Patrick McBride, Tacoma, Wash., Local 599
Lisa Hopper, Davenport, Iowa, Local 710
Bilal Chaka, Long Beach, Calif., Local 692

United Parcel Service

Haz-Mat: Don't Become a Statistic

Gaylord Phillips
Local 386, UPS steward
Ceres, Calif.

UPS has the moral and legal responsibility to provide its workers with a safe, healthy workplace. But in regards to hazardous materials incidents, UPS's safety record is dismal. Now, after a hefty OSHA fine, some new contract language and cooperative effort with the union, UPS appears to be moving in a new direction.

By now everyone has heard about the Corporate Settlement Agreement or CSA: *Don't Touch, Leave Area, Call Supervisor*. A few of us have taken it a bit further and allowed ourselves to be trained as designated first responders. A designated responder is a specially trained employee whose task it is to secure the area around a haz-mat spill and determine if the spill can be contained without outside help. When possible the responder will neutralize the spill and prepare it for disposal.

In the Ceres, Calif., building, a small two-delivery-center facility east of the Bay Area, three stewards accepted the task. We spent about 12 hours in a classroom learning the basics on properties of hazardous materials, risk assessments, first aid, personal protective equipment, and the UPS Damage Package Response Procedure. In this case the training was adequate, the equipment provided is first rate and, using the proper methods, no one should get hurt.

Active Role in Compliance

We volunteered for this training because we feel that the union has to take an active role in enforcing compliance with the CSA. Having job stewards

Ventura, Calif., Local 186

'The Snake' Still in the Grass

Scott Dennison
Local 186 Secretary-Treasurer
Ventura, Calif.

After hiding in the grass and wrongly terminating a car washer and two feeder drivers (who have since been reinstated) for stealing water from UPS (see *Convoy Dispatch* #137, UPS & Downs), "The Snake" from Loss Prevention continued his slithering through Ventura, Calif., Local 186.

Several days after the car wash fiasco, The Snake once again wrongly injected his venom into another innocent victim at the Westlake UPS Center.

The senior driver in question had been given prior approval from management to drive a block and a half off his route each Friday (payday) to his house to give his paycheck to his wife. On this occasion, however, The Snake had followed the driver and was laying in wait. The driver got out of his vehicle and walked to his front door where his wife was waiting. He quickly gave her the check, kissed her goodbye, and returned to his truck and drove off. The Snake immediately sprang from his hiding place and

trained gives us an advantage. We not only have the contract language to file grievances, we also know which state and federal OSHA regulation has been violated. In other words, when they blow it, we know it.

Although there has been improvement in UPS's response to haz-mat incidents, there have been times when they have dropped the ball, particularly when it comes to wet, leaking, and unidentifiable package contents. Pre-load supervisors still seem more concerned with loading package cars than safety. Wet and leaking packages are finding their way into package cars. Here is where we all have to work together.

- Do not touch damaged packages, particularly wet ones. Follow their rules explicitly.
- Know who your designated responders are and notify them of any potentially hazardous package incident.
- Notify your steward.

If you find a wet, leaking, possibly hazardous package in your package car, secure the vehicle and call your supervisor. Do not let your supervisor persuade you to jeopardize your health and safety or that of your customers. Let a trained responder come to you and remove the package from your car.

These are *their* rules, but it will be up to *us* to enforce them. Responders have a right to review response forms that must be kept on file at each work site. Responders should carry a diary of all haz-mat incidents in which they have been a participant. If a violation occurs, *grieve it*. Most important of all, work safe. Do not become an OSHA statistic.

pulled the driver over.

The Snake told the driver that he had witnessed him carting packages into his garage. The driver was bewildered and speechless because, after all, how can you debate a liar? The Snake directed the driver to return to the center where he could finish devouring his victim.

The driver did as he was directed.

Upon his return, The Snake retracted his story and told the driver to return to his route. The driver asked The Snake why he had lied about him carting packages into his garage. The Snake replied, "These are the tactics that we (Loss Prevention) use to get to the truth."

Later that evening, the driver's wife informed him that The Snake had also paid her a visit and accused her of helping her husband to steal packages.

Isn't it ironic that The Snake has struck out when accusing Teamster members of theft, but has no problem stealing our Teamster work when he spends the last two weeks before Christmas violating the contract by delivering packages?

UPS & Downs

Peak Subcontracting.

As we've seen in recent years, subcontracting out feeder runs during peak season once again hit a new high. Numerous feeder stewards have told us they want to see a plan of action drawn up well before peak season rolls around this year.

Article 26 of the contract provides that "During peak season the Employer will make every reasonable effort to use current UPS employees and hire a sufficient number of employees to handle peak volume. After doing so, the Employer may use alternate means of transporting packages during peak season and will utilize union carriers whenever possible. Plans to utilize outside carriers will be reviewed and approved by the Local Union."

In some locals a number of grievances were filed, and are working their way through the system. In January the national committee awarded some good pay-outs to feeder drivers in a few locals where grievances reached the committee. But in some areas there actually were no grievances filed. Sometimes this was due to inaction by the local union, sometimes just by the drivers giving up under the weight of so many nonunion operators coming in.

Some stewards have suggested that UPS and certain locals are acting in a form of collusion, and conveniently trying to blame the International and Ron Carey. R.V. Durham, for example, blamed the new 3-Day Select language for the subcontracting, although it has absolutely nothing to do with it. Teamster parcel director Mario Perrucci points out that only a handful of outside carrier runs exist on 3-Day Select, and every single one is a union carrier.

Certainly UPS has made no secret of the fact they would like to see Carey out of office in the next election, replaced with their friends in the old guard. In any event, the International union needs to formulate a plan of action to deal with the problem and make it public to pressure all locals to cooperate to preserve jobs and keep shiny wheels from taking our Teamster jobs. The operative place to start in the contract language is the phrase "hire a sufficient number of employees to handle peak volume."

UPS Purchases SonicAir.

UPS has purchased SonicAir, a leading provider of same-day or "next flight out" delivery service. The company currently has \$50 million in annual revenues and 220 employees. Allied with UPS the company plans to add as many as 750 employees, including 350 in Arizona, in the next five years.

Rather than using UPS aircraft, which normally fly only at night, SonicAir will act as a wholly owned subsidiary, shipping its packages on any of 28,000 daily flights operated by the commercial airlines. Likewise, it will use its own network of owner-operators and agents, rather than UPS personnel, to make deliveries. SonicAir is nonunion, and charges about \$150 for same-day service.

Over-70 Pound Dispute Goes To Arbitration in March.

Ever since the Feb. 7 health and safety strike at UPS the IBT and UPS have been negotiating over a permanent settlement for the pick-up, delivery and handling of 70 to 150 pound packages. While progress has been made on some issues the negotiations have been slow and difficult. As a result the issue will go to binding arbitration in March.

In the meantime the language of the "temporary agreement" remains in effect. That language says in part, "Employees will not be required to solicit or accept customer assistance if they have a good faith belief that the customer is not qualified to help or that such assistance would be a safety hazard to themselves or the customer."

Teamster Leaders To Meet Over Contract Enforcement.

Teamster leaders from UPS locals throughout the country will meet on Feb. 20-23 in Palm Springs to conduct an extensive review of contract enforcement. A rigorous schedule of workshops is being planned to analyze the problem areas in the contract, determine where UPS is being most flagrant in violating contractual protections, clear up misunderstandings and develop further cooperation within the union to enhance effective contract enforcement. The future of FedEx organizing will also be discussed.

Pension Credits Won.

The International union has won back-pension credit for some 500 UPS employees in five upper Midwest states. The corporation will pay \$2.8 million into the pension fund.

The problem was that in the 1960s and as recently as 1973 there were UPS employees under a contract that provided no payments into the Central States Pension Fund. As a result, they have not been entitled to any contribution credits for those years. Some of the affected Teamsters were in the Local 710 pension plan, but have since been transferred to Central States. They too will get the back credits, and now can retire earlier.

This problem has been around for a long time, and was finally addressed in the UPS bargaining last year.

FREIGHT NEWS

Overnite Organizing Spreads

continued from page 1

were held in Georgia, Illinois, Kentucky, Ohio, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia.

Why Now?

Teamster organizing is starting to pay off. And it's a new style of organizing, that directly involves the Overnite workers and rank and file Teamsters.

Regular conference calls are held nationally, with Overnite workers from many terminals talking directly to each other about organizing. On Jan. 28, there will be a national conference call with Ron Carey, who will be at a rally of Overnite workers in Minneapolis. Jan. 26 is National Overnite Leaflet Day.

Volunteer Organizers

Teamster volunteers are being used, as well as truck stop programs, radio spots, and other programs to unite union and nonunion truckers.

In Cincinnati Local 100, organizer Junior Mann says there are well over 100 volunteers, and every Overnite worker who signs up gets a partner to keep in touch with, and help to reach other Overnite workers. He reports that the classes for volunteer organizers held by the International are going like wildfire.

Atlanta Local 728 also has over 100

members involved in the volunteer organizing program, talking to the over 300 Overnite workers in Atlanta. Rather than the old style of passing out union authorization cards early, Atlanta has built an Overnite committee and regular meetings, before even getting out the cards.

There's a new mood at Overnite and among some other nonunion drivers that we have not seen in many, many years.

Gone are the days of union organizers showing up at the gates in suits to pass out cards, then waiting for them to be mailed in. In the last organizing drive at Overnite, in 1990, that was the method. But no more.

None of this means organizing will be easy. Overnite management has reacted strongly to the drive, using both carrots and sticks. First, they gave a 50-cent raise. Next they fired the CEO and other top management, to try to create a new image.

At the same time they've used the traditional scare tactics in most areas: threatening to close terminals, following union supporters, etc.

On Jan. 14 they had a meeting in San Antonio of all terminal managers to outline their plan to beat the Teamsters. Even among management there is support for the union: the International union had information out on what went down at the meeting

before management did!

It is possible that within the next couple months we could bring 2,000 or more Overnite workers into the Teamsters with organizing wins at terminals in the Midwest and South especially. That would be the basis for a certain amount of bargaining clout,

and also to spread out to all of the 10,500 who work there.

And even more importantly, perhaps, it will put the Teamsters union back in the business of organizing in freight. We urge all Teamsters to become a part of the action: become a volunteer organizer.

Freightlines

Union Considers, Rejects Roadway Incentive Plan.

In December Roadway Express approached the Teamster National Freight Committee with an "incentive plan" that would encourage Teamster employees and management to "work together as a team" to reduce damaged, short or delayed freight. The IBT has rejected the plan, at least for now.

The Roadway Stock Incentive Plan aims to get Teamsters involved in a "team" approach, using as bait a possible cash bonus at the end of the year in the form of Roadway stock. The bonus would be achieved if the total dollar amount of damaged, short or delayed freight decreased in 1995 compared to 1994.

This would be highly unlikely because 1. freight volume will be up in 1995, 2. freight rates are up in 1995, and 3. there was a 24-day strike in 1994, further throwing off the comparison.

The freight strike, forced by the employers' demands for part timers and other concessions, pretty much ended the "team" programs at the major carriers. It appears Roadway's actual goal in floating the incentive plan may be to rebuild the team concept. For now at least, that is not happening. It can be reconsidered in the future.

Fallout from Changes of Op, Intermodal.

Membership complaints in the wake of the changes of operations by the Big 3 carriers are up, especially among road drivers. Some of the common problems reported are:

- Violations of the railing agreement. While Article 29.2 has clear language requiring union access to all railing records, reports are it is not enforced in all areas, and even where it is there is a lack of coordination to adequately police it. The carriers need to be hit with big financial penalties for violations.
- Decreased work opportunities at gaining domiciles. The changes of operations all provided complete balance: a gained job for each one lost. This assured that no Teamster would lose his job, a good feature. But it also means that at many gaining terminals drivers who were making \$900 to \$1,000 a week are now making \$700 to \$800 a week. The change of operations decision of August provides that "The work opportunities of the drivers at the gaining domiciles shall not be adversely affected" by the change, and the "employer has the burden of proving" that this has not happened. The \$700 minimum is in addition to this principle, which should be enforced by making the carriers reduce railing somewhat.
- Working conditions need to be ironed out for sleeper operations in a way that protects the conditions and safety of drivers.

To assist locals that want to deal with the problems and pressure those that are dragging their feet, we need a beefed-up freight division, and we need further steps to reform the personnel in the freight grievance panels.

Fatigue-Related Accidents.

A study released by the National Transportation Safety Board reports that driver fatigue is involved in 30 to 40 percent of all fatal accidents involving heavy trucks. The study recommends that the DOT regs be strengthened to guarantee adequate rest and also to require that time in a sleeper bunk be eight or more consecutive hours, rather than broken into segments.

The study concluded that between 750 and 1,500 deaths (out of a total of 3,783) in heavy truck accidents in 1993 were due to driving when fatigued. Management, through the ATA, reacted predictably: there is no need for any regulations.

Teamster drivers have more protection from being forced out when fatigued, but with the increased use of sleeper operations the problem may get worse. And all drivers should be aware of their rights under OSHA (section 405 of the STAA) to refuse to drive when fatigued. (Contact TDU for information.)

Alcohol Testing Rules in Effect

On Jan. 1, 1995 new U.S. Department of Transportation rules for alcohol testing, which cover all holders of CDLs and all "safety-sensitive" employees in the airline industry, including flight attendants, went into effect. The rules provide for breath alcohol testing for all aircrews and for drivers at companies with over 50 drivers working. Drivers at smaller companies will become subject to the testing rules beginning Jan. 1, 1996.

The announced purpose of the rules is to prevent workers in transportation industries from performing "safety-sensitive functions" while having an alcohol concentration of over 0.04 percent as measured by a breath alcohol test, while using alcohol, or within four hours (eight hours for flight crew members) of using alcohol. Use of alcohol for eight hours after any accident, unless breath tested for alcohol in the meantime, is also forbidden.

Under the rules any driver who tests 0.04 for alcohol may not work until he has been evaluated by a substance abuse professional and complied with any treatment plan recommended. Drivers who, having been tested just before, during, or just after work, have an alcohol level of 0.02 percent must be suspended from driving for 24 hours. The rules do not require employers to provide any sort of treatment and do not protect drivers from being fired for testing positive, leaving all of these matters to collective bargaining. The

rules make no distinction between beverage alcohol and other substances containing alcohol, such as mouthwash, cold medicine or cough syrup.

Companies are required to use a "breath alcohol technician" to administer the tests, either hiring such a person or contracting with another company for the service. Testing on "reasonable suspicion," after an accident, and randomly are required, as are return-to-work and follow-up tests of drivers with positive test results. Tests must be done on an approved "evidential breath testing device" (EBT) and if a first test is positive a confirmation test on an EBT that automatically prints out its results is required. No use of blood or urine tests to confirm or refute test results is allowed.

Companies are required to randomly test 25 percent of their drivers during the first year. If the violation rate shown by the tests is over one percent, then 50 percent of drivers must be tested the next year. If the violation rate is under one-half percent the testing requirement goes down to 10 percent.

Pre-employment testing, originally scheduled to be required on Jan. 1, has been postponed, for the trucking industry to May 1, because of the high cost and inconvenience to the industry.

Legislation to suspend enforcement of all these rules indefinitely has been recently proposed in Congress.

CARHAUL NEWS

Job Action Against Ryder Freight Broker Scam

Members of Local 822, Norfolk, Va., put up informational pickets at Norfolk International Terminal on Jan. 4 and at Newport News Marine Terminal on Jan. 9, protesting the loss of work of 31 Teamster drivers at NuCar Carriers and Allied Systems to nonunion QAT drivers out of Petersburg, Va.

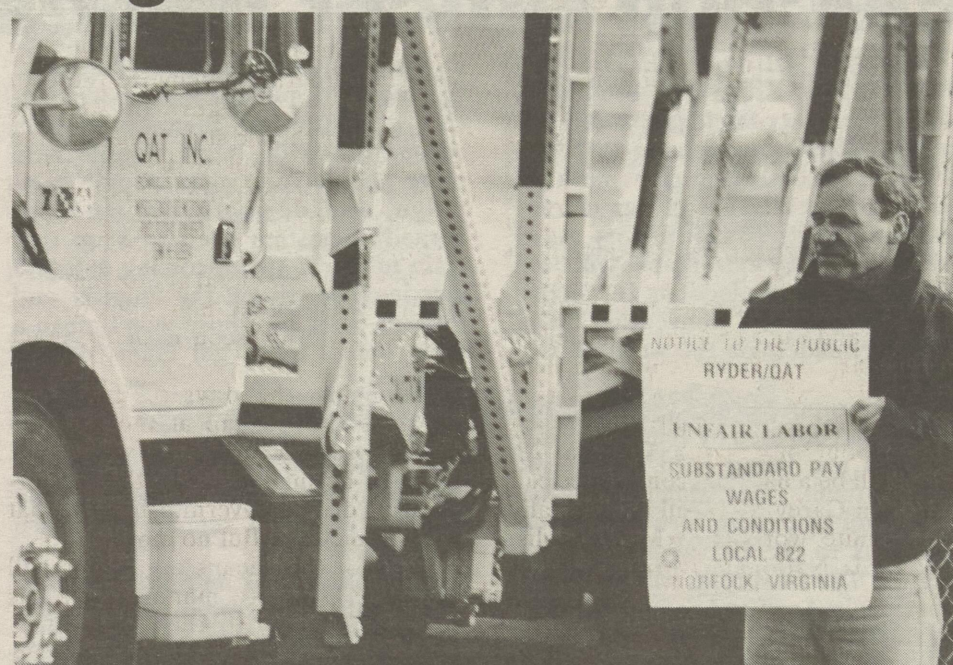
The pickets organized by Local 822 at both Newport News and the Petersburg terminal effectively halted deliveries of Nissans out of Smyrna, Tenn., to the marine terminal for overseas shipment and the shipment to U.S. dealers on the east coast. Also affected were the deliveries of Nissans imported from Japan. Teamsters hauling out of Smyrna and other areas all refused to cross the informational picket lines in a show of solidarity, and Nissans began to stack up outside both facilities.

The 14 drivers at Allied and 17 drivers at NuCar, all members of Local

822, were laid off as of late December when Nissan moved its operations from the port at Norfolk International Terminal to the newer Newport News facility 15 miles away. Nissan then bid the work to Ryder who, through Ryder Freight Brokers, awarded the work to QAT, its nonunion carrier out of Petersburg.

On Jan. 17, Ryder Automotive Carriers Group, Inc. and Commercial Carriers sought and won a temporary restraining order to halt the informational pickets through a U.S. District Court Judge. Local 822 has filed an Article 5 and Article 33 "work preservation" grievance which is scheduled to be heard by an arbitrator on Feb. 7.

The laudable action taken by Local 822 and the support shown by Teamster drivers from Smyrna and elsewhere accentuates the need for stronger Article 33 language with stiffer penalties for violations.



On the line in Virginia against Ryder's move to steal union jobs.

Union priorities: Job Security, Grievance Reform, Pensions ...

Carhaul Bargaining Opens

Bargaining has opened for the National Master Auto Transporters Agreement, which expires on May 21. Initial union and employer proposals were exchanged on Jan. 5 in Detroit, and bargaining then began on Jan. 30.

The employers predictably talked about "operating flexibility," while the union committee's demands emphasize job security. Union proposals also include a number of grievance procedure reforms; the union survey indicated that 70 percent of carhaulers think the grievance procedure works

only "fair" or "poor." The union committee is headed by Ron Carey and co-chaired by Local 299 President and Carhaul Director Ron Owens.

With the carriers' profits up, the union is in a position to push forward on reasonable demands to protect and improve the jobs for our 15,000 Teamster carhaulers. No one expects an easy road to a contract, and carhaul leaders and activists are talking about the possibility of a strike this summer.

A review of the demands put on the table initially by each side gives some

Carhaul Contract Time

George Beam
Local 651, Nu Car Carriers
Georgetown, Ky.

Stories are already circulating about how all of us will lose our jobs if there is a strike. I agree that strikes should only be used as a last resort, but I refuse to give up this weapon of collective bargaining. It is obvious that the companies are scared. They saw what the New Teamsters could accomplish by providing real leadership during negotiations with freight and UPS. Leaseway has hired three lawyers to represent them during negotiations. It seems they are willing to spend whatever is necessary to beat down a decent contract.

Look at the Plus Side

This is the healthiest the automobile industry has been for a long time, but their health comes with a price tag. After many years of poor sales the carhaul fleets have been downsized. There is a shortage of equipment to haul the increased production, by rail or truck.

There is also a shortage of qualified drivers. One company has been offering a \$1,000 sign-on bonus to anyone that can pass the drug test and last six

months. At some locations full union scale is being paid to trainees to try to keep them.

These factors, along with company profits being up, mean we don't have to approach this contract in a begging posture.

Think Long Term

We need to look at the long term for the industry. A way to solve a lot of problems would be to review all the existing half rate deals. Many have been cut with no input or vote by the affected drivers. Funny how the Old Guard officials are willing to give up 50% of our pay but are griping about losing their own multiple salaries and retirements. At present all existing half rates are rolled over into the new contract with no review.

A serious look needs to be given to the frozen rate, a concession given when car sales dropped, but still with us during the healthy times.

Weekends should be optional with time and a half or double time to compensate for the extra time on the job.

But what drivers want more than anything else is a contract that can be, and is, enforced.

indication of where the battle lines are. Here are summaries of a few key proposals.

Union Proposals

Job Security: That the employers agree to be neutral in organizing drives (Art. 2). Address issue of freight broker company owned by parent corporation (Art. 33). Stop subcontracting out of mechanic, fueling, and other shop work in 50-mile radius (Art. 33). Strengthen work preservation agreement on double breasting.

Competitives, whipsawing: Stronger language to prevent competitives or riders taking effect without area committee approval (Art. 2). All competitives must be renegotiated, and new language to prevent competitives transferred from one signatory to another (Art. 22).

Grievance procedure: Creation of a new "Grievant's Bill of Rights" for members: right to strike over grievances not resolved in 120 days; innocent till proven guilty except for cardinal sins; bench (quick) arbitration in deadlocked national cases; add language to allow national committee to reverse lower level decisions erroneously interpreting contract (Art. 7).

Employer Proposals

Increase whipsawing of locals: Negotiate with locals to modify wages and incentives for Teamsters in all classifications, with no vote (Art. 2). More "flexibility" to get work off rail with competitive deals (Article 22). Marshalling yards or direct delivery to dealerships (U.S.A.-Canada-Mexico, Art. 28).

Job protection: Delete right to follow work to successor company, or when work reassigned to carrier (Art. 5). Eliminate 20-percent rule and trip-lease prohibition in Central-Southern

(Art. 48).

Seven-day workweek: Do away with existing protections, such as time and a half for sixth day, double time for seventh, etc., in supplements.

Monetary

Wage and benefit proposals were not specified by either side. It is certain that the union will settle for no less in pension and H&W contributions than provided in the freight contract.

In one area of the contract, driveaway, the monetary issues will be especially crucial. Driveaway Teamsters are concerned that they not be forgotten in the national bargaining.

The union's initial demands provide a good framework for taking on Ryder and other carriers' drive to reduce our jobs and play one group against another. The punch behind the negotiators, however, has to come from a united rank and file.

TDU will be issuing contract bulletins to keep carhaulers informed and united. Contact TDU to be on the list to receive them. For a copy of the initial bargaining proposals, contact TDU. Specify your supplement. Free to TDU members, others include donation.

Ryder Invites Stewards To Join 'Team'

In a memorandum dated Jan. 6, Ryder management announced that it will be hosting a management meeting in Cincinnati on Feb. 7-9. The memo instructs terminal managers to "invite your stewards to attend the entire meeting, because to meet our 1995 goals, they will need to be informed and on the 'team.'" It's no coincidence that Ryder wants to include us on their "team" ... negotiations have begun. We need to send Ryder the message that we already have a team. Its called the Teamsters!

INSIDE OUR UNION

Delegate Elections, IBT Election

Election Officer Issues Proposed Rules

Election Officer (EO) Amy Gladstein has issued proposed rules for the conduct of delegate and International officer elections in 1995 and 1996. The upcoming elections mark the second direct election of our union's leadership in its 92-year history. As in 1990 and 1991 all local unions will hold nominations and elections to choose delegates to the IBT Convention, being held in Philadelphia the week of July 15, 1996.

These proposed rules are being circulated and debated by Teamsters, and hearings are being held in various cities on them. TDU, along with other forces, will be putting forward written comments to the EO with suggested changes. The final rules will be issued sometime in April and go into effect at that time.

The delegate elections in local unions will be held this coming fall and winter.

The EO was appointed by Judge David Edelstein and is to oversee all aspect of the elections. This includes making and enforcing the rules, conducting all delegate elections, and conducting the International officer election in December 1996.

The delegates we elect from our local unions will propose changes to amend and protect the IBT Constitution, vote on important union policies, and nominate candidates for International office. The convention is the highest body of our union and will set the course for taking us forward on a positive program of change.

At the last convention in Orlando in June 1991, we won important rights. This effort was spearheaded by TDU and backed by TDUs and other delegates who were in support of Ron Carey. Carey was nominated for IBT president at the convention.

At that convention we saw the old guard delegates attempt to steal our rights. They actually passed an amendment to the IBT constitution taking away our right to elect delegates this time around—they wanted officials to automatically be delegates, like in the days of old. Fortunately, the racketeering consent order prevented that.

That shows what Hoffa Jr., Durham and the old guard will be up to this time—trying to remove rights and take us backward.

The recent round of local union elections shows that when members feel

they're getting a fair chance on a level playing field, rank and file participation goes up and Teamster reform moves forward—more people run, more people vote, more people campaign, and democracy wins. Concerned Teamsters need to keep that train rolling in the upcoming delegate elections. We've got the umpires and the rule book but those won't mean a thing unless we've got teams on the field.

Proposed Rules

The proposed rules are similar to those used in the first rank and file election. Here's a summary of some highlights:

- **Mail ballots in all delegate elections.** Mail ballots encourage participation and provide for a more level field. Ballots for all local unions will be mailed from two centralized mailing houses, one in the U.S. and one in Canada. Ballots will be returned to regional offices and counted by the election staff on a regional basis. While this makes it difficult to have observers present at the mailing of ballots it provides a greater sense of security and efficiency.
- **Candidates will have a right to a list of all employer worksites and addresses.** This right is separate and independent of the right to access to all contracts. In the past many locals would only give access to contracts, or incomplete addresses for employers who had more than one worksite, etc. The rules are clearer in what candidates are entitled to.
- **Campaigners will have a right of access to employer parking lots.** The rules state this right is available "notwithstanding any employer rule or policy to the contrary." [See Article VIII, Sec. 11(d).] Of course some employers will challenge this rule in court. This rule helps provide access to Teamster members and will boost participation.
- **All notices, lists of nominated candidates, election results, etc., will be required posting on all union bulletin boards.** Local officers will have to inform the EO where notices were posted and who was responsible for putting them up, adding a level of accountability to the process.

Union Publications

It appears the EO will be paying close attention to the use of union-financed publications for campaign purposes. If local newsletters or bulletins are seen as inconsistent with past practices these will be definite grounds for protest.

There are detailed rules on pre- and post-election protests. All protests will be filed directly with the EO, not the local secretary-treasurer.

TDU to Urge Changes

While the rules do much to increase participation and provide for fair play

there are some areas where improvements can be made in eliminating unfair advantages to incumbent officers.

We will be urging changes in the rules to make sure members have adequate advance notice of when delegate elections will be held, especially in those locals which will have delegate elections this fall. We also will urge that nominations and elections not be held in December of this year, in the pre-holiday season. This could decrease participation.

For some Teamsters plans are moving ahead to start their delegate campaign. For others this a time to learn more about what delegates do, and if they might make a better one

than their local union officers. For all Teamsters a key issue is a level playing field.

TDUs fought long and hard for the right to vote in this union and exercised that right freely and fairly in the 1990-91 campaigns. TDU was an important part of making this happen five years ago when rank and filers testified at rules hearings and got some 17 changes to the rules in response to their proposals. We need to be there again.

To get a copy of the proposed rules call the EO at (800) 565-VOTE. You will also receive a schedule of hearings on the rules. Or call TDU at (313) 842-2600 for information on the rules and the elections.

SEE NO EVIL ...



Hoffa, Brennan Move to Deny Right to Supervised Election

On Jan. 17 the leaders of Michigan Joint Council 43 sponsored a meeting in Washington, D.C., for members of Congress (or mostly their staffers) who have received your Teamster DRIVE money.

You might think their goal was to fight current anti-labor moves in Congress, such as the proposal to eliminate the time-and-a-half after 40 hours law. You'd be wrong.

They were there to lobby Congress, with your DRIVE money, to eliminate your right to a supervised vote.

Congressional staffers filed into the room and were greeted by James Hoffa Jr., his boss Larry Brennan (president of JC 43), and George Geller (Hoffa's lawyer and a long-time Lyndon LaRouche backer). Geller, flanked by Hoffa and Brennan, proceeded to attack Ron Carey as "the most corrupt Teamster president ever."

They called for Congress to cut off funding for the independent court-appointed Election Officer, who will supervise and conduct delegate elections in every local and the IBT election. They stated no supervision of our elec-

tion is necessary, and it is a waste of the taxpayers' money (playing to the new Republican majority who are looking for ways to cut spending, especially in the labor area).

If they succeed in cutting off funding to the Election Officer, one of two things would have to happen. Either the Election Officer would close up shop and we would have no Election Rules or impartial supervision of the election, or the International union would be forced to come up with the \$20 million to cover the costs over the next two years.

The government agreed, as part of the consent order of March 1989 settling the racketeering case against the old guard officials, to fund the 1996 election. Our International union has asked the government to live up to its part of the bargain, and that is presently on track.

If Hoffa Jr. gets his way, there will be no supervised election in 1996. Perhaps he's worried that impartial supervision, and a fair vote, will mean he and the rest of the old guard just can't win it!

1996 IBT Convention Set for Philadelphia

The 1996 Teamster Convention will be held in Philadelphia the week of June 15. Delegates to the convention will be elected from every local union, under the supervision of the court-appointed Election Officer, and will decide the future direction of our union.

Phoenix, Cleveland, Roanoke...

Old Guard Officials Say No Election Reruns

In the past three months old guard officials have attempted to go to court in every case where the General Executive Board (GEB) found election irregularities warrant a new election. In all three cases, however, federal courts have dismissed their claims and the elections are moving ahead.

'Vote Till You Get it Right'

Durham Wants Dues Money to Fund Campaign

R.V. Durham, who headed the Durham Millionaire Slate and lost the election for Teamster president in 1991, is working hard to get \$16,000 in dues money put into the old guard campaign fund. But he's having trouble getting over.

Durham took a vote in Carolina Joint Council 9, which he heads, to put union dues money into the Real Teamster Caucus. Many joint councils are sending our dues money to this old guard campaign vehicle. But Durham got a surprise: the officials in Carolina voted 18-17 against the scheme.

In Phoenix Local 104, the election rerun has already taken place, and the "Teamsters for Reform" slate swept it. In Cleveland Local 507 and in Roanoke, Va., Local 171, the mail ballots will soon be mailed out to the membership.

In each of these cases, the incumbent

local officials went into court with the same claim: the GEB was unfairly picking on them by ordering a new election. The claims were denied.

It should be noted that the GEB has ordered rerun elections only in a minority of cases brought before them. In Atlanta Local 528, like Phoenix Local 104, reform forces handily won the mail ballot election.

In one other case the old guard has hollered about, Ventura, Calif., Local 186, the rerun was directed and run by

Rank & File Vote

IBT Trustees to be Elected

The three International union trustees will be elected by direct membership vote in 1996, just like the members of the General Executive Board. This victory for democracy was approved by Judge David Edelstein in January.

The International union requested approval for the election process. It was adopted by the delegates to the 1991 convention, but was at odds with part of the racketeering consent order and thus required special approval

the U.S. Department of Labor, not the IBT. TDuer Scott Dennison won that election.

Concerned about the future of our union? You can do something about it! SEE PAGE 1 TO JOIN TDU TODAY.

from the court.

In 1996 each and every Teamster will get to vote on IBT president, secretary-treasurer, members of the General Executive Board (vice presidents), and now, the three trustees.

Previously trustees were appointed by the General President and then ratified by the conventions. This is how the present trustees got their positions. Ben Leal was appointed by Jackie Presser; Robert DeRusha and Robert Simpson were appointed by William McCarthy.

Watchdogs

DeRusha, along with other old guard officials, has spoken out against the new election system. He claims trustees will not be really watching the finances if they run on the winning slate. But it is far from clear that those who were appointed by the General President and then rubber-stamped by a convention were exactly union-minded watchdogs.

Theodus Becomes a Candidate

Sam Theodus, who became an International VP on the Ron Carey slate, has sent a letter to Teamster officials declaring his candidacy against Carey for IBT president.

The candidacy came as no surprise to Teamster leaders either in TDU or the old guard, because Theodus has moved out of the Carey camp and become a supporter of the so-called Real Teamster Caucus. The RTC is the organization backed by old guard Teamster officials such as R.V. Durham, Mike Riley, Chuck Mack, Anthony Rumore, Billy Hogan, Larry Brennan, and T. C. Stone.

Teamsters on both sides of the political spectrum expressed skepticism that Theodus will get very far: both Hoffa Jr. and R.V. Durham have much more support among the old guard power brokers, and thus are better positioned to take on Carey and TDU.

Cleveland TDU Chairman Alex Adams says that "Sam couldn't beat Carey here in his own local and the heavy-hitters in the old guard know that."

Moved Away from Platform

Theodus has over the past year or two moved far from the platform that he supported as a candidate on the Carey slate. He has taken multiple salaries and become a defender of that concept. He told us that "if a Teamster official works two jobs, he should get two salaries." He also refused to vote to freeze accruals in the Teamster Affiliates Pension Plan, a multiple-pension plan for officials and union staff. (Hoffa Jr. and Durham have both said they want to restore this plan, which was cut by the General Executive Board last October.)

Theodus heads Cleveland Local 407, which did not participate in the UPS

safety strike of a year ago. And he has become a strong supporter of the Ohio Conference leadership of Dan Darrow (chair of the Real Teamster Caucus) and the move to set up a separate strike fund in Ohio. Theodus also voted against eliminating the area conferences last year, calling that reform "nothing but a power grab."

'The Alternative Candidate'

We spoke to Theodus by phone as he attended a meeting of the Real Teamster Caucus in Washington, D.C. He says his goal is to unify the Teamster officialdom and the union as a whole. "That term 'old guard' is crap. I am not a New Teamster. There are a lot of good people among the officials, including some who backed the area conferences. I prefer to say I will be the alternative candidate."

He accuses Carey and the General Executive Board members of failing to work with the Teamster officialdom and of interfering with local union autonomy.

Theodus has lost some old friends, but he has acquired some new ones as a speaker on the old guard circuit. In recent months he spoke to North Carolina Local 391, headed by R.V. Durham, and called Durham a "great labor leader." He also addressed Chicago Local 710, at the invitation of Frank Wsol, a member of the \$200,000 club. A month ago he spoke in Houston Local 988, a local which features a different speaker from the Real Teamsters each month.

He claims that he may not go all the way with the old guard. "If the ticket against Carey is the same as last time, I may end up as a third candidate that is in-between Carey and the others. If it doesn't appear I have enough support, and a Hoffa ticket is out there, I'll

have to decide what to do at that time."

Theodus was elected in 1991 as one of 16 Teamsters on the Ron Carey Slate. Since that time, two of the 16—Theodus and Gene Giacumbo—have become supporters of the Real Teamster Caucus. However, vice president John Morris, elected from the Shea slate, has moved the other way and is a strong Carey supporter.

TWO NEW TDU T-SHIRTS!

TDU is proud to introduce two new T-shirt styles. The "Fat Cat" shirt has the cat on the front and the mouse on the back, and is athletic grey with black print.



So many of us ... and so few of them!

The second shirt is black with a front pocket featuring the TDU logo.

Both shirts are 100% cotton, union made and union printed. \$10 each, either style.

___ pocket shirt(s) ___ L ___ XL ___ XXL

___ Fat Cat shirt(s) ___ L ___ XL ___ XXL

\$___ amount enclosed

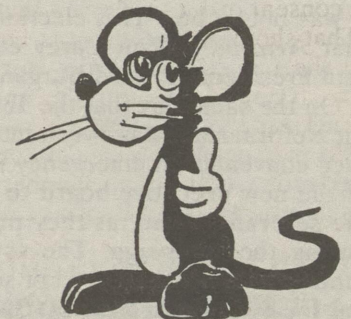
Return to:

TDU, Box 10128, Detroit, Mich. 48210

Name _____ Local _____

Address _____

City _____ State _____ Zip _____



Beat the Fat Cats Join TDU!

ELECTION NEWS

San Antonio Teamsters Elect Reformers

In December Local 657 Teamsters in San Antonio elected new leadership that is dedicated to reforming their local union. Elected to office were four members of a reform slate headed by Rick Glasebrook, who defeated old guard leader Preston Ketchum. Elected with Glasebrook were Frank Perkins, secretary-treasurer; Roxanne Henriksen, recording secretary and Pablo Cruz, trustee.

Ketchum, who was the head of the 2,700 member local for the past seven years, apparently paid the price for not representing the members and refusing to cooperate with the International during both the one-day UPS strike and the four-week freight strike. Ketchum refused to distribute information to striking freight Teamsters and publicly attacked the negotiation strategies of General President Ron Carey during the strike. This could have had serious consequences for freight Teamsters and undermined our solidarity during a critical campaign. Local 657 is comprised mostly of UPS and freight members, but has general jurisdiction over much of south Texas.

"The members spoke out for change in this election," Glasebrook said, "and we plan to work as hard as we can to change this local to provide the best possible representation for all our members in every trade."

The new officers plan to add a busi-

ness agent, require all BAs to visit work sites regularly and provide steward training seminars.

Wisconsin Elections

In **Milwaukee Local 200** a reform coalition slate swept the old guard from office by a whopping three to one margin in this 7,000-member local. New Secretary-Treasurer Frank Busalacchi broke away from incumbent Ken Friesner and ran a campaign in support of new directions and the reform camp. The new recording secretary, TDuer Tim Buban, says the new leadership will clean house (no olive branch) and move in a new direction. The house cleaning began on Jan. 1 when the BAs and some office staff were let go. TDuer Darryl Connell, who will reportedly be an organizer for the local, says an aggressive organizing and education program is a priority.

The winds of change also blew through 1,800-member **Racine, Wis., Local 43** in a more closely contested race. TDuer Jerry Jacobs, elected to a trustee position, says the new leadership wants to work with the International to move the union forward.

Milwaukee Local 344 reformers suffered a loss when the reform slate led by secretary-treasurer Mike Brannan lost to a slate headed by business agent Paul Lovinus. Lovinus and other BAs

formed a bogus union when Brannan was appointed to the top post in 1993 to fill a vacancy. They thus tried to blunt the reform program of the Brannan administration. The reality of this "union" was shown when it was dissolved within days after the election.

California

In San Jose, Calif., **Local 287**, a 3,000-member local, a coalition reform slate with a number of TDU leaders was elected to the Executive Board. Five executive board members (Vice President Scott Cepeda, Recording Secretary Jack Hampel and Trustees Bob Blanchet, Jerry Hudson and George Skaggs) went in on an uncontested white ballot while the offices of secretary-treasurer and president were contested. Secretary-treasurer Ray Corrie was elected with 74 percent of the vote while President Duane Meyer coasted in with 67 percent.

The Teamster Unity Team also elected all five BAs—Louie Bettancourt, Douglas O'Neal, R. Rodriguez-Berriz, Ed Quintal and George Netto—in a contested election.

New trustee Bob Blanchet said, "We started off with a bang. On Jan. 21 we hosted an educational sponsored by the International. David Sword from the IBT gave classes on turning the union around through rank and file participation and on the grievance procedure. The seminar was well received by our members and Secretary-Treasurer Corrie wants to hold these educationals on a regular basis."

What You Find...

When the Old Guard Leaves Office

Ventura, Calif., Local 186. When new Secretary-Treasurer Scott Dennison assumed office after defeating Real Teamster favorite Dennis Shaw, he found a local that had been run like it was Shaw's own personal piggy bank.

Dennison reports that the the Shaw administration refused to provide the combination to the union safe, which held many important documents. The local's fax machine had mysteriously disappeared. Shaw paid himself and four members of his staff over \$36,700 in severance and other payments in his last week in office.

In the last year alone Shaw managed to run up almost \$12,000 in credit card charges at places around town such as Target, Red Lobster, Angelo's Liquor, Ralph's Grocery and a large host of local restaurants.

The Shaw administration also neglected to pay almost \$20,000 in government taxes (payroll withholding), which resulted in fines in excess of \$2,700. According to Shaw's own accountant, his administration ran up almost \$6,000 in fines to the federal government alone by continually being delinquent in payroll taxes.

Shaw left the members with over \$45,000 in unpaid financial obligations and three months of unanswered cor-

respondence. Blanchet went on to say, "We are also developing a new membership orientation program. We will bring all new members in: swear them in, allow them to meet their BAs, explain their local bylaws to them and give them each a copy, cover both rights within the union and their responsibilities to the union, and give basic instruction on their rights under the contract and the basics of unionism."

Massachusetts

In Mass. Turnpike Authority **Local 127**, TDU members and reformers won office in an election that ended the trusteeship of this union. Paul Anderson is the new principal officer.

In Springfield, Mass., **Local 404** the membership put TDU member Mike O'Connor into office as secretary-treasurer and business agent. Although principal officer David Duncan remains with the old guard, O'Connor is not the only reformer on the executive board and the momentum continues to shift to reform in this area.

In Worcester, Mass., **Local 170** principal officer Ernie Tusino, who has declared himself a candidate for IBT president against Ron Carey, was unopposed. However, several Tusino opponents and reformers did win executive board and elected BA posts. Tusino has tried to "count till he gets it right" by conducting four (4) ballot tabulations in close races. He used this method to count out elected BA Vic Nuzzolilo, who has protested the mess and expects to be restored to office.



THE NEW EXECUTIVE BOARD OF ARIZONA LOCAL 104 (left to right): Rod Brasch, Cliff Davis, Steve Macnab, Richard Esquivel, Howard Burgan, Maurice Nelson and Andy Marshall.

Arizona Local 104 Victory

continued from page 1

Hoffa would show up Carey here. But it was not to be. "This election shows that Arizona is Ron Carey country," said President Howard Burgan.

On the same day that the Teamsters for Reform slate was sworn into office they convened an emergency meeting of the new executive board to abolish the severance fund, as they promised during the campaign. The severance fund had been the best kept secret in the local until exposed by Burgan in 1987, two years after it was started.

Old Guard 'Unionism'

This fund was a bitter pill for the rank and file, and shows what Jimmy Jr.'s friends are about. Before leaving office Moser and his defeated team pilaged the local treasury of over \$110,000 in severance payments as well as over \$32,000 in accumulated vaca-

tion and another \$24,000 in pro rata vacation payments. "It's part of the rule or ruin tactics of the old guard," said Esquivel. "After they lose they try to devastate the treasury to make it impossible for the incoming slate to succeed."

President Burgan, also a TDU leader in Arizona, noted, "It's an important lesson for reformers to learn that they should seek bylaw amendments that outlaw severance funds. Otherwise when they take office they'll find that the old guard officials have absolutely no compunction whatsoever about taking every cent they can, no matter how adversely that affects the membership."

Burgan also noted, "It tells you a little about Hoffa Jr. that he'd come in here and campaign for a bunch like this who blatantly put their own greed above the welfare of the membership."

PENSION NEWS

Pension Reform Passes Member Vote in Central Pa.

Pension trustees that represent the needs of its members? That's exactly what happened in Central Pennsylvania when Teamsters in the Eight Cities area voted overwhelmingly in favor of a pension reform proposal that helps out older Teamsters who were sold out by old guard union trustees in the 1980s. The vote allows the fund to allocate all of the 45 cents per hour in increased employer contributions for this year into the old defined benefit pension plan that the fund's former trustees froze in 1987.

Now both freight and UPS Teamsters, along with others, can receive a well deserved benefit increase. The present 30-and-out benefit here is only \$850. The 45-cent increase will continue to be applied toward the old plan up until the time that plan is fully funded. The base contribution

and any future negotiated increases will continue to go into the post-1987 defined contribution plan.

The defined contribution plan (RIP) was put in place without a membership vote back in 1987. Employers like these types of plans because it leaves them free of any unfunded liability and if at some point they decide not to provide pensions for their employees any longer they can opt out with no penalty.

Local officers, some of them TDUs, campaigned hard for the proposal. "I think many members were shocked by the fact that they were being asked to have a say in their pensions and their futures. That had never happened in the Eight Cities before now," said Don Riccio, business agent in Reading Local 429. "This was a vote that showed what true unionism is all about. The younger guys agreed to

forego their 45 cents for this year in order to help out their brothers who are approaching retirement."

But the membership vote and approval is only step one of a three-step process to complete the deal. Step two involves getting approval of the freight and UPS negotiating committees to make the change in allocation, and the employers appear ready to stonewall the issue. Four certified letters to the employer co-chair, Ken Leedy of New Penn Motor Express, have gone unanswered. Union committee chair Tom Griffith of Harrisburg Local 776 has filed an unfair labor practice charge.

How long this may drag out is uncertain at present. Once they get past this step the proposal will require the approval of the pension trustees.

"We never would've been in this position in the first place if the previous trustees had not shoved this thing down our throats back in '87," Riccio said. The membership vote gives the union a strong back to lean on. Hopefully that's all the pressure that's going to be needed to get it done.

Concerned members may want to contact employer trustee Ken Leedy at New Penn Motor Express (717) 274-2521.

Carey Challenges Appointment Procedure

Central States Pension Fund Trustees Remain Unaccountable

Trustees of the Central States Pension Fund are going ahead with their new plan on how union trustees will be selected in the future. Under the new procedure one Teamster official from each state will choose by Jan. 21 who they want to appoint that year. This year Harold Leu, who ran on the Durham Millionaire Slate and was rejected by the membership, will be reappointed to serve as union trustee.

Prior to the elimination of the area conferences, trustees were chosen by conference officials who themselves were not elected to their positions by the membership. The new procedure continues to leave the trustees unaccountable to the members and allows a handful of officials to make decisions in which the members have no voice.

In a Dec. 28 letter Carey told the trustees, "Members are right to wonder how such trustees can repre-

sent Teamsters covered by the Fund — and what gives you the right to decide how future union trustees will be chosen." Echoing TDU's view that accountability and democratic control need to be brought to the hands of Teamster members, Carey said, "The money in the Pension Fund belongs to the members whose hard work put it there. The members have a right to have union trustees who are accountable for their actions."

While Carey has no constitutional authority to implement accountability on his own, he plans to continue consulting members and officers on ways to get a fair procedure. He also reaffirmed his statement from earlier in the year that he does not "seek the power to appoint the Fund trustees." That right should rest with the membership. Let's keep the pressure on and put an end to unelected leadership.

Central States Retirees Push for COLA

Robert D. Smith
Local 498, Retired
Kansas City, Mo.

Over the years every retiree club and thousands of individual retirees have pleaded with the Central States Pension Fund trustees for financial relief. Talk about frustration.

The U.S. Justice Department took control over the International union and forced free elections for the first time. Union officials that Judge Lacey removed from office or barred for life appointed these pension fund trustees. These trustees were aware in 1986 that this would happen. Some have been removed, others defeated in elections. From 1987 on they made themselves and others very rich.

I have requested General President Ron Carey to sponsor reinstatement of retirees into the union, paying partial dues and returning our voting rights. This would correct our problems and help locals with finances. Carey does

not appoint pension fund trustees nor have control over who does. Our vote would.

Support is growing for a planned picket of the pension building in Chicago. Retirees from the Central, Southeast, and Southwest areas are responding. Now we are ready.

A meeting of retiree pension reformers will be held at 10 a.m., April 3, 1995 in Kansas City at the Holiday Inn, 4011 Blue Ridge cut off. Retirees and club representatives shall decide our future.

A block of rooms for April 2 at \$61 per night (single or double) has been reserved. April's a busy month, plan early. Call 1-800-621-6258 for reservations. Let them know you're with the Re-United Retired Teamsters meeting to get the special rate. When something as wrong as what the pension trustees are doing to retirees happens it must be brought to light so everyone can judge their motives.

Philadelphia Pension Dispute to Arbitration

Looks like New Penn's Ken Leedy is making a habit of stonewalling pension benefit increases. When he isn't refusing to bargain in Central Pennsylvania (see above) he's holding out against negotiated increases for freight and UPS workers in the Metro Philadelphia Pension Fund.

A motion by the union trustees to mirror the benefit increases in Central States was deadlocked and will now go

to arbitration. The employer trustees want to wait to see the actuarial report for 1994 despite the fact that they were already consulted during negotiations on how much of an increased contribution it would take to get the increased benefits. It's not too late for the trustees to come to a decision. Members will need to put pressure on the employer trustees to live up to their commitments.

Pension Politics in Pa.

Mike Konon
Local 430, Preston
York, Pa.

On Nov. 6 Lancaster Local 771 and York Local 430 held a combined meeting on the pension reform proposal voted on in the Eight Cities area. Most of the members weren't aware that Ken Stocker and the Local 430 Executive Board had sent a letter out to some Preston stewards that most members took as a negative response to the proposal. On the back of the letter they had printed a chart made in 1992 showing how many thousands of dollars you would retire with under the RIP (defined contribution plan). But at the meeting on the sixth, actuaries who made the chart repeated what they had told Harrisburg Teamsters a month earlier — that the figures were overinflated, not true, and that they were pressured by Jim Burns (ex-president of Reading Local 429) to come up with the false numbers.

Before the Nov. 6 meeting, union trustee Ron Kistler asked all Eight City locals if they would add their names to a unity letter going out to the members asking them to at least consider the proposal. All but Local 430 agreed to sign the letter.

By the end of the meeting Stocker

suddenly had a change of heart and said he was for the proposal and that he had nothing to gain from keeping increases into the RIP. It's a shame certain local leaders allow the way pension proposals personally affect them and not their members, particularly their older members close to retirement, to get in the way of reform.

At the end of the meeting I asked the panel where were the advisors to the fund back in 1987 (when the RIP was implemented)? Why didn't we at least get any opposing information about the RIP back then? Was there a down side to the then-new plan that Burns was shoving down everyone's throat?

I bet I know where they were. Burns probably asked all of them to come back to his inner office to join him at a fully stocked bar with refrigerator, all the mixes, a wet bar, and a blender to boot. When they got tired of lifting the glasses to their mouths they probably went back to the sauna (which, by the way, has been turned into a broom closet and a storage room by Ron Kistler).

On Nov. 16 Ken Stocker put out a two-page letter stating their neutrality on the pension referendum. Nice try Ken! But you let the cat out of the bag already.

Still No 25-and-Out in New England

Over a year in UPS. Over six months in freight. That's how long it's been since record increases in pension fund contributions were won at the bargaining table. And still there's no 25 and out in New England. Following a Dec. 5 trustee meeting, union chair Ernie "I've Got Mine" Tusino announced that the trustees had deadlocked over several matters and are sending the

issue to arbitration.

Following months of inaction by the trustees, General President Carey had sent a letter out Nov. 30 to all UPS and freight Teamsters in New England supporting the thousands of members who signed petitions demanding action and asking them to let the co-chairs of the fund know how they feel. Tusino claims

continued on page 10

TDU, LOCAL UNION NEWS

Diamond Walnut Strikers Gain Edge

A jubilant Lucio Reyes (secretary-treasurer of Stockton, Calif., Local 601 and Diamond Walnut strike leader) declared, "A victory for one is a victory for all. We here at Local 601 are extremely grateful for all the help we are receiving from our International union, and the entire labor movement." Reyes was cheered by a recent ruling from the National Labor Relations Board (NLRB) in Washington, D.C., that invalidated the results of a 1993 decertification election and won back-pay awards for three striking workers.

In October 1993 Diamond Walnut management provoked a decertification election. They bulked up the in-

plant scab workforce to about 600 workers, all of whom were eligible to vote in the election and who outnumbered the striking workers. They told the scab workforce that if the union won the election they would all be out of jobs. Then, after getting their votes to decertify the union, within a few days hundreds of scabs were let go—disposed of like used tissue paper.

Having successfully attained the decertification vote with their stacked deck, Diamond Walnut canceled any further negotiations with Local 601, claiming they were no longer the certified bargaining agent of their employees.

In order to be able to directly

present the union's case to the "permanent replacements" Local 601 successfully demanded, enforced by the NLRB, that three strikers be unconditionally returned to work. Strikers Willa Miller, Alfonsina Munoz and Mohammed Kussair went back to work in order to campaign for the union. Diamond Walnut immediately discriminated against the three unionists by subjecting them to discrimination in job assignments and to intimidation, thereby violating their legal rights.

Now Diamond Walnut must either negotiate with Local 601 or seek a new election to decertify. However, due to the success of the international boycott and other market conditions they are down to only about 50 "permanent re-

placements" working in the plant. They no longer have the huge reservoir of scab votes to rely upon. To compound their difficulties, the hundreds of scabs who were used, abused and immediately discarded by Diamond Walnut are now eligible to vote by mail ballot in any new election. Also they must pay the three strikers all back pay and benefits, and prominently post notices in the plant that they have been found guilty of violating the law.

As *Convoy-Dispatch* goes to press we learned that a big rally and press conference are scheduled outside of Diamond Walnut to announce the victory on Monday, Jan. 23. Trade unionists from throughout the state of California are making plans to attend.

Thank You from Local 601

A number of striking Diamond Walnut workers and myself went to New York City Dec. 26 to Jan. 2 to spread the word of our international boycott during the holiday season. We were able to do plenty of leafletting and fundraising for the Diamond Walnut strike fund.

A special thank you goes to Raul Coronado, who tirelessly guided and moved us throughout our stay in New York. Also, a thank you to Gene Moriarty, trustee of Local 966; along with Johnnie Brown, personal assistant to Ron Carey; Joseph Foy, International Trustee; and Laura Kaplan, Local 819 business agent.

These brothers and sisters arranged a number of events and fundraisers. In 1993 we were happy to

assist the strikers against Fisher Scientific, and now BA Frank Williams was able to return the favor by assisting us.

The moral and financial support from the locals, the community and TDU members was overwhelming.

I am truly proud to be a Teamster and to be a member of Teamsters for a Democratic Union. The visit was a complete success, the message of the boycott against the greed of Diamond Walnut was well spread. It is this type of support that gives us the motivation to continue with this boycott until we have a contract or break this employer.

Thank you.

Lucio Reyes
Secretary-Treasurer, Local 601

Solidarity in Allentown, Pa.

Members of Allentown, Pa., Local 773 joined forces with members of United Food and Commercial Workers (UFCW) Local 1776 to make the public aware of the boycott against Diamond Walnuts and products that use Diamond Walnuts, such as Entenmann's baked goods and Post Banana Nut Crunch cereal. The combined effort was a show of solidarity for Teamsters in Stockton, Calif., who have been on strike against Diamond Walnut since 1991.

The UFCW had been picketing the site of a new Giant Supermarket to protest the wages that Giant pays its nonunion employees.

Allentown Teamsters were inspired to join the boycott by the members of Stockton, Calif., Local 601 who spoke at the TDU Convention in October.

"When we brought their message back to the members of Local 773 they were more than happy to volunteer their time to leaflet," said Local 773 business agent Ron Schmoll, who organized the event with the help of trustee Bill Hontz.

Many people turned away after approaching the doors and finding members of the two unions standing in front of each with flyers. TDU member Al Ebert reported that those who did enter pledged to take his advice and use pecans instead of walnuts for their holiday baking.

The combined action drew the attention of the *Allentown Morning Call*, the most widely circulated paper in the Lehigh Valley, and strengthened the bonds between the UFCW and Teamsters in the Lehigh Valley.

Still No 25-and-Out in New England

continued from page 9

it is this letter that held up the expected announcement of benefit increases. In his written response to Carey, Tusino says he found the letter "ill advised and a transparent attempt to 'take credit' for the hopefully-soon to be announced benefit increases under the plan." Seems like Tusino's more worried about who will "take credit" for any increases than he is about getting them.

Tusino says, "It's too bad our members will have to wait longer for their well deserved benefit increases ..." This from the man who said on March 10 that "they have been arguing for 25-and-out for some time now" and that they would "be announcing the outcome shortly thereafter." Why are the benefits so well deserved? Maybe because the money's there, has been for quite a while, and Tusino and the trustees have continued stonewalling.

On Dec. 20, Carey sent his third letter of the year directly to the membership asking them to keep the pressure on the trustees, to remind them that the money is there, it's been there, and there's no more time for excuses and delay.

Arbitration will take many more months and wouldn't you know it, by

the time a decision is made we'll be in the middle of campaign season. Nah, Ernie wouldn't do that, would he?

Keep the pressure on. Contact the pension fund trustees:

Ernest Tusino, c/o IBT Local 170, P.O. Box 427, Worcester, Mass. 01613, (508) 799-0551; and **Leo Barry**, Hallamore Corporation, 24 Cross St, Plainville, Mass. 02762, (508) 695-1737.

SHOW WHERE YOU STAND!

Teamster Reform in '96
NOT ONE STEP BACK!
Teamsters for a Democratic Union

Buttons available from TDU. 50 cents each; 25 cents each for 10 or more. Send full name and address to TDU, Box 10128, Detroit, MI 48210.

New, Updated Version Now Available!

The Legal Rights of Union Stewards

A comprehensive explanation of the rights of union stewards, officers and business agents. Written in an easy-to-read, question-and-answer format by attorney Robert Schwartz. Topics include the right to information, duty of fair representation, Weingarten rights, and protecting the grievance process.

New release is expanded and fully updated. A vital resource for stewards and activists.

Price: \$9.95 each (postage and handling included).

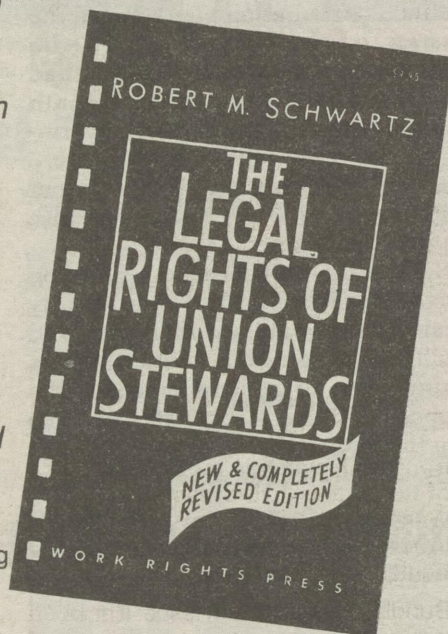
Please send me _____ copies.

Amount enclosed \$ _____

VISA/Mastercard # _____ Exp. date ____/____/____

Signature _____

Send to: TDU, Box 10128, Detroit, Mich. 48210



LETTERS FROM OUR MEMBERS

Support Reform

Keep up the good work.

It's a shame there are still a lot of Teamster members who don't do anything to support TDU and Ron Carey in the fight to make our union serve the members better. These people have to be blind if they don't realize that if it were not for TDU they would not have the right to vote for International officers as they do now.

Come on brothers and sisters, support Ron Carey and your local TDU chapter.

B.B. Thomas
Local 886, Roadway (retired)
El Reno, Okla.

TDU Convention What Unionism All About

This is my first year as a TDU member, and ever since I joined I heard that the TDU Conventions are informative and energizing. I did not know until I attended the October convention what an understatement that was.

I never thought I would see or meet the people I know today, such as International reps, vice presidents, and leaders of the reform movement. At the convention I even had the chance to shake hands and speak with General President Ron Carey.

In Memoriam

IBT Vice President Tom Shay

Tom Shay, an International Vice President who was a strong force for Teamster reform, died suddenly on Nov. 22, 1994. He was 46 years old.

His Teamster career, which included more than 22 years of imaginative and aggressive service, included stints as shop steward, president and secretary-treasurer of Eugene, Ore., Local 57, and IBT VP.

Shay also served as director of the Western Conference, a post he was happy to abandon when his work in abolishing the expensive conference system was completed.

Concern for his fellow members was the hallmark of a carrier that began with a job as a UPS driver in 1971. Angry at any injustice to fellow Teamsters, Shay became a shop steward and spent more than 10 years in that position, building a reputation as a tenacious fighter for his fellow members. He also served one term as

I was born and raised in the International Brotherhood of Electrical Workers and thought I had a pretty good idea what unions are all about. Since attending the TDU Convention, I am impressed even more.

As I write this letter, I am on the picket line at Overland. It is about 5:15 a.m., and I keep thinking that if every Teamster had exposure to our convention I would not be out here alone. This line would be full of members, and we would be unstoppable.

For 18 years as a Teamster I wondered "why am I the only one who thinks like this?" It was great to find so many people at the convention who share the same thoughts and goals as I do. I am looking forward to next year's convention.

Dennis Huss
Local 916, ABF
Springfield, Ill.

Give Retirees The Right to Vote

TDU recently circulated a pension bulletin in New England aimed at both working and retired Teamsters. Concerning the retirees, one line stands out: "As retirees they have no voting rights and are at the mercy of the current Teamster trustees."

Well, why don't we have the right to vote? Retirees in other unions have this right and so should we.

Candidates in International and

local union elections would pay more attention to the plight of retirees knowing these same retirees had a say in the election.

I would hope that the General Executive Board, TDU and the many retiree associations would lobby the convention delegates for this important change in the IBT constitution.

Jerry Gaimari
Local 404, UPS, retired
Springfield, Mass.

Remember Those Who Built Union

I am writing in hopes that Teamsters will remember the 33 years of service that I and my fellow union brothers placed in this organization. We as a whole made this our life's work during times when driving and road conditions were not what they are today. We feel that we are the foundation of this union.

Please hear our plea for our golden years on our retirement pay and benefits that are below standard. Help keep this country great by helping us now.

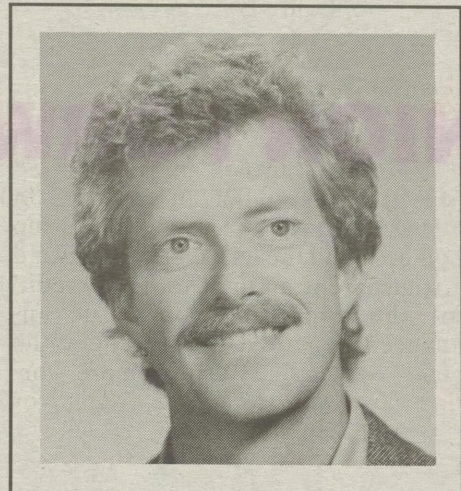
Ernest Lynn
Local 728, American Freight
Atlanta

'Conscience of Our Great Union'

You folks are doing a great job. You are the conscience of our great union.

Remember the many of us who are not truck drivers or warehouse workers but are trade unionists and wish to be kept informed.

Mark Herman
Local 858, Off Track Betting
Staten Island, N.Y.



president of Local 57.

Tom became disillusioned with Teamster politics, but was reinvigorated when he joined the TDU movement in 1987. By 1990 he was elected secretary treasurer of Local 57 and soon after was chosen to join the Ron Carey ticket. At the time he said, "I feel that we all have a responsibility to get involved and help make change. It's not enough to just sit back and complain."

Friends and associates know that Tom Shay devoted his life to his two families: the Teamsters and his sons. Tom raised two boys—Andy, 16, and Chris, 12—as a single parent. A special fund has been established to aid in his sons' education. (See box.)

Tom Shay Scholarship Fund

The Tom Shay Scholarship Fund has been established solely for the education of Shay's two sons. Donations to the fund may be sent to the IBT, 25 Louisiana Ave., N.W., Washington, D.C. 20001. The fund will be administered by the IBT's John F. English Endowment Fund.

TDU Meets

ARIZONA
Saturday, Feb. 18
1 p.m.
9043 N. 36 Dr.
Phoenix

ATLANTA
Second Saturday each month
7:30 p.m.
John C. Birdine Community Center
215 Lakewood Way S.E.

CONNECTICUT
Sunday, March 5
10 a.m.
Red Bull Inn
Waterbury, Conn.

EAST BAY, CALIF.
Saturday, Feb. 18
10 a.m.
Call (510) 653-3865 for information.

EASTERN MASS./R.I.
Saturday, March 4
Time and place to be announced.

EVERGREEN CHAPTER
Saturday, Feb. 11
9 a.m.
Portland Ave. Community Center
3513 Portland Ave.
(exit 135 off I-5)
Tacoma, Wash.

GATEWAY AREA CHAPTER
Sunday, Feb. 5
Noon
Crusoe's Restaurant
3152 Osceola (at Compton)
St. Louis
Call (618) 656-7428 for information.

IOWA
Saturday, Feb. 18
Time and place to be announced.

MEMPHIS
Saturday, Feb. 11
Time and place to be announced.

MINNESOTA
Sunday, Feb. 19
1:30 p.m.
Broadway Pizza
W. Broadway & W. River Rd.
Minneapolis

NEW YORK/NEW JERSEY
Sunday, Feb. 26
10 a.m.
Polish American Home
Driggs Ave. & Eckford St.
(1 blk. N. of McGinness)
Greenpoint, Brooklyn, N.Y.

SOUTHERN CALIFORNIA
Sunday, Feb. 5
10 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.

WEST VIRGINIA
Saturday, Feb. 11
2 p.m.
Honey in the Rock Motel
S. Fayette St.
(exit 124 off I-64)
Beckley, W. Va.
Call (304) 252-7391 for directions.



Order Convoy Dispatch By the Bundle

Convoy Dispatch is a great source of news, and TDU's best recruiter. Want to help keep other Teamsters informed and build TDU? Order a bundle to distribute each issue.

Bundles are sent each issue. Prices per issue:

- ☐ \$3 for 10 ☐ \$5 for 20
- ☐ \$8 for 50 ☐ \$12 for 100

Call or write TDU today to order your bundle.

TDU, Box 10128, Detroit, MI 48210
(313) 842-2600

USE YOUR RIGHT TO VOTE!

- ◆ The 1996 IBT Convention is scheduled for the week of July 15 in Philadelphia.
- ◆ Delegates to this convention will be elected in every local union. These delegates have the authority to amend the Teamster constitution by majority vote. They can make changes to strengthen our union, or to return it to old-guard ways.
- ◆ You will elect the delegates who will represent you at the convention. What changes do you want to see them make in our constitution? What current provisions of the constitution are the most important for them to protect?
- ◆ TDU is developing a progressive program for our union, and we want your input.
- ◆ What three constitutional provisions—new language to be added or existing language to defend from changes—do you consider most important? Send us your ideas. TDU will use them in developing a positive platform for our union.



THE 1996 IBT CONVENTION: A STEP FORWARD OR BACK TO THE PAST?

Before 1991, Teamsters did not have the right to vote for convention delegates or International officers.

The 1991 IBT Convention marked the beginning of a new era in our union. Delegates debated the future of our union, voted on amendments to the IBT Constitution, and nominated candidates for Teamster president and General Executive Board. Our current International officers were the first to be elected by the members.

Many old guard officials fought against reform in our union. Ron Carey and his slate were voted into International office by the members, but these old guard officials have not given up. They want to return to the positions of power they once enjoyed. They want to run our union as a private club, one that provides them with multiple salaries and pensions. They want to restore the area conferences, the layer of wasteful bureaucracy that the current executive board eliminated.

Can they do this? Only if we let them.

How do we stop them? By electing delegates committed to a positive program of reform.

Want to be part of the process? Use the coupon below to send us your input. And, if you're not a member, use the coupon on page 1 to join TDU today.

MOVING OUR UNION FORWARD

The three provisions to the Teamster constitution—either new language to be added or existing provisions to be defended—that I consider most important are:

- 1.
- 2.
- 3.

☐ Please contact me about building the campaign for reform delegates in my local.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____

Return to: TDU, P.O. Box 10128, Detroit, MI 48210

